



## 2013 CNVC CERTIFIED TRAINERS AGREEMENT

### Preamble

This agreement is intended to support shared understanding about ways in which the Center for Nonviolent Communication and CNVC Certified Trainers relate to one another.

**CNVC is committed to the vision of a critical mass of the world's population using *Nonviolent Communication (NVC)* to resolve differences peacefully. A strong community of qualified trainers plays an important role in the realization of this goal.**

**CNVC has two long-term goals for the certification process:**

**Create a community of trainers who want to work with CNVC to fulfill our vision.**

**Ensure that the next generation and succeeding generations are taught NVC in a way that preserves and protects the integrity of the NVC process.**

### A. Mutual Ethics Code

#### Our Goal

Our goal is to help create a world where people can meet their needs in peaceful ways. We value a working and training environment of safety, compassion, respect, and mutual connection for everyone with whom we come in contact. Therefore we want all our operations, activities, and program designs to be based on mutual human needs in harmony with the consciousness of NVC. We would like to offer the vision that exchanges of money, services, labor, and materials are requested without demand or coercion, and with an effort to make this work available to all.

#### Our Understanding of Quality

The more CNVC Certified Trainers value NVC consciousness in their teaching and living, the more effective we will be in reaching our goal of creating a more peaceful world. In order to live NVC, we would like trainers to stay in an ongoing process of personal development, supporting each other by exchanging materials, giving feedback and offering empathy, and exploring ways to develop new training designs and materials.

#### Our Respect Towards Participants

We support a relationship between CNVC Certified Trainers and participants based on values of mutual trust, safety, and respect. We are aware that in the course of an NVC training, participants may feel an unexpected level of emotional intensity or a deep sense of intimacy, and may become unusually vulnerable, especially in regard to the possibility of a sexual relationship. We would like trainers to act as stewards of the trust that workshop participants place in them.

#### Our Intention to Stay Connected

In an effort to maintain our mutual ongoing relationships, anyone who believes that he or she has not been treated in harmony with NVC consciousness relating to the CNVC organization may contact the CNVC office. A representative of CNVC will contact all those involved and support a dialogue toward clarity and reconciliation.

### B. What CNVC Offers to Certified Trainers

1. CNVC Staff Support- maintain the [CNVC.org](http://CNVC.org) website, respond to general public and CNVC trainer community email and phone calls, provide sale of NVC educational materials, create and support IITs, help the public connect

to CNVC Certified Trainers, provide administrative support for the certification program, including supporting candidates and assessors, and help resolve conflicts involving trainers.

2. Designation as a “CNVC Certified Trainer”, and use of the names "CNVC" and “Center for Nonviolent Communication” and the CNVC logo (available for download at [cnvc.org/logos-go](http://cnvc.org/logos-go)).
3. Attendance at training sponsored by CNVC (IITs) without charge or at cost depending on CNVC resources. (CNVC Certified Trainers are responsible for their travel, accommodations, and other costs.)
4. Use of [CNVC.org](http://CNVC.org) and specific functions dedicated to CNVC Certified Trainer support:
  - Post and promote profile information in a searchable database of trainers
  - Post and promote upcoming trainings in online training schedule
  - Manage participant lists/correspondence and registration fees
  - Access mailing list of CNVC supporters, subject to the associated usage guidelines
5. Participation on the CNVC Certified Trainers Yahoo!Group, for sharing materials and curriculum, offering and receiving training advice, mourning disappointments, and celebrating successes.
6. Eligibility for discount on NVC educational materials sold through the CNVC bookstore. CNVC Certified Trainers are also encouraged to provide at least one copy of their published NVC materials to CNVC for reference, record keeping and the development of a repository.

### **C. What CNVC Certified Trainers Are Invited to Offer to CNVC**

1. Maintain the core values of the NVC process; clearly distinguish NVC from other teachings, concepts, skills, methods or philosophies, even if consistent with NVC.
2. Support a consistent and clear connection with and recognition of CNVC presence in the international community; include on any NVC media or materials such as business cards, signatures, brochures and websites, through the inclusion of:
  - CNVC logo
  - CNVC website ([www.cnvc.org](http://www.cnvc.org))
  - The signature “CNVC Certified Trainer” or equivalent translation
3. Mutually support CNVC Certified Trainer community by:
  - Sharing handouts and other training support materials with one another and with CNVC - with credit given to the original creator.
  - Contacting CNVC Certified Trainers and NVC communities (as listed on the CNVC website and as you are aware) before you initiate NVC work in their regions for support, connection and follow-up.
  - Consider working with other CNVC Certified Trainers in your region and coordinating trainings in new areas.
4. Support Ongoing Learning by:
  - Eliciting feedback from training participants in some way ([written evaluation form](#) or verbal feedback)
  - Giving feedback to other CNVC Certified Trainers, CNVC staff and representatives so we can all grow in our understanding of the consciousness of NVC and in our skill to promote NVC awareness in the world.
  - Considering working with and attending workshops of other CNVC Certified Trainers, and to consider offering attendance to other CNVC Certified Trainers and CNVC staff and representatives without fee.
  - Reflect on and share your personal responses to the following questions, and include them in your yearly CNVC Certified Trainer Report:
    - How do I use NVC to create the social change I want to see in the world?
    - How do I teach my view of NVC spirituality (or NVC consciousness)?
    - Do I live the concept of compassionate giving and receiving, which includes my relationship to the exchange of money?

5. Participate in an NVC community:

- Participate in regional or other NVC communities
- Accept that conflicts may arise, and to be willing to work to resolve them; to find resources if needed (other CNVC trainers, mediation, etc.) for dialogue; to be able to demonstrate "living the process" -- that is, to demonstrate the willingness to search for connection, the clear intention to resolve conflicts.

6. Clarify your CNVC Certification Status:

- Each year, affirm the CNVC Certified Trainer Agreement
- Consider completing an annual CNVC Certified Trainer Report (<http://www.cnvc.org/node/add/annual-trainer-report-expanded>)
- Consider financially supporting CNVC and local NVC organizations by offering a trainer commission of 10% of your yearly net NVC income to CNVC and/or local NVC organizations, or an amount of your choosing that you are truly willing to contribute.
- Please consider offering at least part of your trainer commission to CNVC to help support the cost of the CNVC certification program and related activities, as well as maintaining the CNVC website, record-keeping, referrals, supporting access and community connection for CNVC Certified Trainers.
  - If your NVC work in developing countries or other in-kind support limits your NVC income, please describe that kind of contribution in your CNVC Trainer Report for mutual celebration.
  - If you choose not to contribute to CNVC, we would appreciate knowing that you have consciously chosen this (by specifying zero contribution), so we aren't tempted to send you friendly reminders that you haven't yet contributed.
  - CNVC Certified Trainers may give up certification status at any time by informing CNVC in writing. A trainer who has withdrawn for a period of time and wishes to reinstate certification is requested to have a conversation with a CNVC representative.